

TULARE COUNTY BILINGUAL ASSESSMENT TEST

Program Overview

Purpose: To determine if an individual has the skills and ability to be considered fluent in Spanish and English to determine eligibility for additional compensation for the use of said skill.

While this test deals specifically with the Spanish language, Tulare County has designated the languages of Hmong, Mein, Lao and Lahu, for department certified bilingual skills on a special pay basis, (not by designated positions). Spanish is the most widely used language, other than English, that is used to conduct the business of the County.

Program Benefits: Web based simulation testing available by accessing vendor website. The testing process quickly and accurately measures bilingual skills required for a wide range of positions.

- Simulation testing requires individuals to perform actual job tasks.
- The written portion consists of data entry, keyboarding, and email composition, while the oral portion requires verbal responses in Spanish.
- The evaluation criterion is based on articulation, vocabulary, syntax, fluency, accent and communication.
- This method of testing provides a quick and objective tool to evaluate bilingual skills and competencies.
- The process is consistent, fair and legally defensible.

Frequency of Testing: Once an individual has passed the Tulare County Bilingual Assessment Test they are not required to take the test again. However, an employee of Tulare County will be required to retake the test if he/she moves from a position that is designated as “Moderate Bilingual” to a position that is designated as “Full Bilingual” due to the proficiency level required and more frequent use of bilingual skills.

Program Administrators: Rhonda Sjostrom, HRD Director and Arlyse Scrivner, HRD Analyst

HR&D Contact Person: Arlyse Scrivner 559/636-4937

Test Location: HR&D, 2900 Burrel Ave, Visalia, CA 93291

Equipment Used: Telephone and computer

Participants: Current employees in regular or probationary status.

Qualified applicants determined by bilingual recruitment (s).